

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

18-CA-318643

Date Filed

5/22/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|---|
| a. Name of Employer CUNA Mutual Group/TruStage and its agent AFMAC Global-International Security Company | | b. Tel. No. (b) (6), (b) (7)(C) |
| | | c. Cell No. (b) (6), (b) (7)(C) |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 5910 Mineral Point Road Madison WI 53705 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@cunamutual.c |
| | | h. Number of workers employed 450 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Insurance | j. Identify principal product or service Financial Services | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the previous six months, CUNA Mutual/TruStage and its agent AFMAC Global-International Security Company has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating the impression of surveillance of employees' union activities.

We are requesting enhanced remedies including injunctive relief.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 39, Office and Employees International Union, AFL-CIO

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) President Kathryn Bartlett-Mulvihill Local 39, OPEIU 701 Watson Avenue #102 Madison, WI 53713 | 4b. Tel. No. (608) 257-4734 |
| | 4c. Cell No. (608) 443-7304 |
| | 4d. Fax No. |
| | 4e. e-mail president@opeiu39.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Office and Employees International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Seth Lewis Goldstein, Esq.

Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

One Whitehall Street, 16th floor

Address

Date 5/22/2023

Tel. No.

(646) 460-1309

Office, if any, Cell No.

(646) 460-1309

Fax No.

e-mail

sgoldstein@workingpeoplesl

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|---------------------------------|
| Case 18-CA-318766 | Date Filed 05/22/2023 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|
| a. Name of Employer CUNA Mutual Group/ TruStage | b. Telephone No. (b) (6), (b) (7)(C) |
| | c. Certificate No. (b) (6), (b) (7)(C) |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 5910 Mineral Point Road Madison, WI 53705 | e. Employer Representative (b) (6), (b) (7)(C) |
| | g. e-mail (b) (6), (b) (7)(C)@cunamutual.com |
| | h. Number of workers employed 450 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Insurance | j. Identify principal product or service Financial Services |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (1.) Within the past six months, the Employer unilaterally engaged in bad faith bargaining by unilaterally cutting off employee web access to their 401k plan in retaliation for engaging in a ULP strike without notifying the Union in violation of the Act. (2.) Within the past six months, the Employer engaged in unlawful coercion by directly dealing with striking employees and soliciting them to cross the picket line and return to work in retaliation for engaging in a ULP strike to discourage union membership and support of the union in violation of the Act. Requesting enhanced remedies including injunctive relief. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Local 39, Office and Professional Employees International Union | |
| 4a. Address (Street and number, city, state, and ZIP code) President Kathryn Bartlett-Mulvihill Local 39, OPEIU 701 Watson Avenue #102 Madison, WI 53713 | 4b. Telephone No. (608) 257-4734 |
| | 4c. Certificate No. (608) 443-7304 |
| | 4d. Fax No. |
| | 4e. e-mail President@opeiu39.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Office and Professional Employees International Union, AFL-CIO | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Seth Lewis Goldstein, Esq. Attorney (signature of representative or person making charge) (Print/type name and title or office if any) | |
| Te. No. (646) 460-1309 | |
| Office, if any, Certificate No. (646) 460-1309 | |
| Fax No. | |
| e-mail sgoldstein@workingpeople.org | |
| One Whitehall Street, 16th floor, Manhattan NY 10004 Address Date 5/22/2023 | |

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
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| Case 18-CA-319668 | Date Filed 06/09/2023 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|
| a. Name of Employer CUNA Mutual Group / TruStage | b. Tel. No. (b) (6), (b) (7)(C) |
| | c. Cell No. (b) (6), (b) (7)(C) |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 5910 Mineral Point Road Madison, WI 53705 | e. Employer Representative (b) (6), (b) (7)(C) |
| | g. e-mail (b) (6), (b) (7)(C) |
| | h. Number of workers employed 450 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Insurance | j. Identify principal product or service Financial Services |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past 6 months, CUNA Mutual Group / TruStage bargained in bad faith, violating section 8(a)(5), when they canceled/refused to bargain in good faith because the union added additional workers to the Local 39, OPEIU's bargaining committee and those workers spoke out regarding terms and conditions of employment. We are requesting Region 18 require the CUNA Mutual Group / TruStage to make its employees whole in compensation for their lost opportunity to bargain due to the employer's bad faith bargaining. We are also requesting for the Board to overrule Ex-Cell-O Corp., 185 NLRB 107 (1970). Additionally, we are requesting the region 18 to require the CUNA Mutual Group / TruStage to pay consequential damages and Local 39, OPEIU bargaining costs. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Local 39 Office and Professional Employees International Union | |
| 4a. Address (Street and number, city, state, and ZIP code) 701 Watson Avenue #102 Madison, WI 53713 | 4b. Tel. No. 608-257-4734 |
| | 4c. Cell No. 608-443-7304 |
| | 4d. Fax No. |
| | 4e. e-mail |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Office and Professional Employees International Union, AFL-CIO | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Seth Lewis Goldstein, Esq. Attorney (signature of representative or person making charge) (Print/type name and title or office, if any) | |
| Tel. No. 646-460-1309 | |
| Office, if any, Cell No. 646-460-1309 | |
| Fax No. | |
| e-mail sgoldstein@workingpeopleslaw.com | |
| Address One Whitehall Street, 16th Floor, Manhattan, NY 10004 Date 6/9/23 | |

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PRIVACY ACT STATEMENT**

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